Human Dynamics

The Neuroscience of High-Impact Leadership and Communication

More work, fewer people, and leaders running on empty. The stress is real. In the public service, many leaders were promoted for their technical expertise and now lead people without ever being trained in the people side of leadership. This workshop shows what happens to each of us under pressure, how it lands on the team, and how to lead from choice instead of habit.

Who it's for

Supervisors, Managers, Executives and technical experts who lead people.

What we cover

- **What pressure does to people:** what happens in the brain under threat, and why even capable leaders stop thinking clearly under load.
- **Your default under pressure:** take over, go quiet, push harder, people please, get short or avoid. Recognizing yours and what it costs you and the team.
- **Emotions as information:** why naming what you feel calms the brain under threat, and how to turn frustration, worry and fatigue into data for better decisions.
- **Your impact on the team:** why people stop bringing problems early, and how to shift from rescuing or blaming to coaching.
- **The "Who's Leading?" pause:** a 30-second check before a hard conversation, reaction or decision, practised on a real situation.

Participants leave with

- A clear picture of their own pressure pattern
- The notice, name, need practice
- The "Who's Leading?" pause
- One commitment, with a partner who checks in

Format

Half day or full day, in person. A 10-minute confidential pre-session assessment shapes the session around what's real for the group. Optional 1:1 coaching afterward. Pairs well with Leading a Team Through Uncertainty, which focuses on leading the team through change.

Facilitated by Trevor Stevenson, Human Dynamics & Experience Specialist, who has coached leaders across the federal government for 22 years.

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